

*716 - Council Decisions
in Reserve program*

MINUTES OF THE CIA CAREER COUNCIL

56th Meeting, Thursday, 30 April 1959, 3:00 P.M.
DCI Conference Room

Present: Gordon M. Stewart, Chairman
Matthew Baird, Member
[REDACTED] Member
Lyman B. Kirkpatrick, Member
H. Gates Lloyd, Alternate Member
[REDACTED] Member
[REDACTED] Alternate Member
[REDACTED] Executive Secretary
[REDACTED] Recorder

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Guest: Lawrence R. Houston

1. The minutes of the 55th meeting on 5 February 1959 were approved as distributed.

2. The Council discussed the nomination of a second candidate to attend the September 1959 session of the Advanced Management Course, Harvard vice [REDACTED] who is unable to attend. It was agreed that a second candidate would not be nominated and that as a general rule a single candidate in each of the two annual courses would probably be ample to maintain the level of leadership desired by both Harvard and CIA. Mr. [REDACTED] was selected as the third candidate for the August 1959 session of the Industrial College of Armed Forces. The third opening was a nonrecurring invitational vacancy.

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3. The headquarters [REDACTED] titled, "Overtime Compensation Policies" were approved for publication with the understanding that the subject of night duty officers would be incorporated in the revision of these issuances.

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4. The proposed regulation and handbook on Separations was discussed with particular attention being given to the policy statement in Part II of the regulation. The proposed Alternative II in Part II, paragraph 2, was approved as Agency policy concerning involuntary separations. Various editorial changes in Part II of the regulation were suggested and accepted to delete unintentioned stigma inherent in "failure" to meet certain Agency standards or requirements.

5. The proposal for publishing a regulation on management of personnel, grades 1 through 15 (Item 4 on Agenda) and a handbook covering the procedures for implementing Agency personnel management policies was explained. The draft regulation was reviewed. A policy question raised as to the authority and responsibility of the Director of Personnel to review promotion proposals led to expressed consensus of the Council that the review and evaluation of the records of personnel selected for promotion was implicit in the responsibilities and authority of the Director of Personnel. The basic policies of the regulation were approved subject to some changes in procedures for making initial assignments and for reassigning personnel between Career Services. It was concluded that the regulation should be prepared for formal coordination, incorporating the suggestions of the Council.

6. The Council reviewed the report on the status of Civilian Reserve programs and approved the activation of the CIA Standby Reserve. It was decided that members of the Standby Reserve should be contacted annually rather than at six month intervals. It was agreed that the possibility of giving special training in cryptography to wives of Agency employees who would not be going overseas should be investigated as a possible solution to the critical mobilization problem in the field of cryptology.

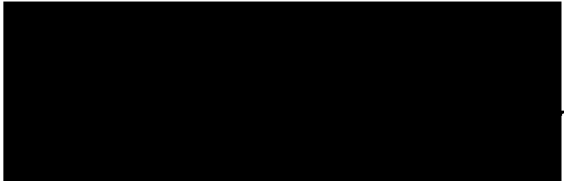
7. A proposal to develop an agreement for the movement of personnel between CIA and the Civil Service system was presented by the Director of Personnel. It was decided that the development of such an agreement to ease the problem of out-placement should be explored with members of the Civil Service Committee to determine what problems would be involved.

8. The proposal to establish an Agency Retirement Board was orally presented by the Director of Personnel and accepted by the Council. The legislative obstacles to attaining early retirement for Agency employees was discussed at length as a collateral issue.

9. The use of grades GS-6, 8 and 10 as additional steps in the promotion ladder in the career management system of the various Career Services was discussed. It was agreed that these grades should be used Agency-wide on an experimental basis with the understanding that jobs in these areas would not be reclassified, but that promotions from grades 5, 7 and 9 would proceed by single step progression to grades 7, 9 and 11.

10. The decision of the Selection Board that a person who is nominated for separation will automatically be suspended from the CIA Career Staff was confirmed by the Council.

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Executive Secretary
CIA Career Council